



Inclusion, Diversity, Equity and Access Policy

1. Introduction

AFP Ottawa is committed to the principles of equity, diversity, and inclusion in all aspects of the Chapter. Our community is stronger when we not only celebrate our many differences, values, and voices, but include them in practice. This means that the AFP Ottawa Chapter will actively work to understand and remove barriers to equity and inclusion, be they systematic, physical, or otherwise. In addition, we are committed to ongoing learning and development in the areas of equity, diversity, and inclusion so that we can apply an “equity lens” in all areas of our business. Further, AFP Ottawa will adhere to the *Ontario Human Rights Code* and the *Accessibility for Ontarians for Disabilities Act* at all times.

2. Statement of Principles

AFP Ottawa strives to be an open and inclusive chapter led by professional fundraisers reflecting the diversity of the Ottawa region. It is important that all AFP Ottawa leaders can see that their contributions are welcomed. The Chapter recognizes that Inclusion, Diversity, Equity & Access (IDEA) are central to its mission. The following are AFP Global’s Statement of IDEA Principles;

- Recognition of others as different but equal
- Respect and empathy for all
- Trust and integrity in the integration of different and multiple voices in organizational discourse
- Appreciation for different voices, disparate viewpoints, and active listening
- Consistently transparent communication
- Participative decision making and problem solving
- Exploration of assumptions that interfere with inclusiveness

3. Selecting Board Nominees

Individuals who demonstrate ability and commitment to the AFP Ottawa Chapter are logical candidates for membership on the Board of Directors. Board members should be selected with Chapter needs in mind and based on the ability of these individuals to properly serve the chapter as a leader, both with time and expertise. This core requirement should be considered in conjunction with the additional selection criteria outlined in Criteria for Selection.

4. Criteria for Selection

When it comes to recruitment and selection of vacant opportunities including board members, speakers, panelists and all other opportunities within the Chapter, AFP Ottawa will put in place practices that actively work to ensure that speakers, committee members, and event attendees are inclusive of persons of various groups in terms of the following:

- a. Development background and roles
- b. Fields of expertise (other than development, e.g. management, finance, etc.)
- c. Geographical representation (e.g. city, region)

- d. Age, gender identity, race, ethnicity, physical and intellectual ability, religion, sexual orientation, language and educational background.
- e. Organizational representation and size (e.g. arts, social services, education, etc.)
- f. Membership Category Type (Professional, Corporate, Young Professional etc.)
- g. Language

5. Privacy

AFP Ottawa understands the sensitive nature of information that may be shared during conversations about equity and diversity and will respect the privacy and confidentiality of the individual person. Disclosing such information is entirely voluntary and is not an expectation of AFP Ottawa.

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